



DEPARTMENT OF THE NAVY  
CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON DC 20350-2000  
**ACTION MEMO**

FOR: SECRETARY OF THE NAVY

FROM: ADM J. M. Richardson, Chief of Naval Operations

*[Handwritten signature]* 4/11

SUBJECT: Removal of Permanent Promotion to Commander ICO LCDR Randal E. Fuller, USN, 1820

- Mr. Secretary, recommend removal of LCDR Fuller's name from the FY-17 Active-Duty Navy Commander Special Duty Officer (Information Professional) promotion list.
- The FY-17 Active-Duty Navy Commander Special Duty Officer (Information Professional) Promotion Selection Board selected LCDR Fuller for promotion. He was assigned a projected date of rank of December 1, 2016. His promotion was delayed pending review of adverse information.
- On September 19, 2016, a female civilian employee filed a formal grievance against LCDR Fuller, alleging he made comments that created a hostile work environment and constituted gender-based harassment. On October 18, 2016, Joint Special Operations Command (JSOC) appointed an Investigating Officer (IO) to investigate the allegations against LCDR Fuller. On November 7, 2016, Commander, Navy Personnel Command delayed LCDR Fuller's promotion. On December 2, 2016, JSOC approved the IO's findings that a preponderance of the evidence supported that LCDR Fuller made inappropriate and unprofessional comments to the female civilian employee and that he created a hostile working environment. The command did not take any disciplinary or adverse administrative actions against LCDR Fuller. On December 8, 2016, JSOC recommended that LCDR Fuller be promoted. This information was not available to the selection board. Additional background information is provided in TAB A.
- In his statement regarding promotion, LCDR Fuller states that his professional actions and demeanor have always been above reproach and, as the multiple letters of recommendation he provided with his statement demonstrate, he holds himself, his subordinates, and his peers to the high standards of conduct expected in the naval service. LCDR Fuller also believes the investigation was insufficient. LCDR Fuller reports that these events are not emblematic of his method of leadership, and that he remains fully committed to the Navy Ethos.
- In his endorsement, Dean, College of Operational & Strategic Leadership, Naval War College states that LCDR Fuller's professional performance while assigned to the Naval War College as a student in the Maritime Operational Planner's Course continues to be exemplary. He continues by stating that LCDR Fuller comports himself in a very professional manner on a daily basis, and LCDR Fuller has great

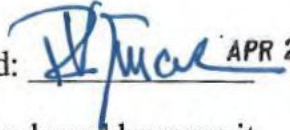


SUBJECT: Removal of Permanent Promotion to Commander ICO LCDR Randal E. Fuller, USN, 1820

potential for continued future service as a commander in the Navy. He concludes by stating that his recommendation to promote LCDR Fuller supports the Navy Ethos.

- If LCDR Fuller is removed from the FY-17 Active-Duty Navy Commander Special Duty Officer (Information Professional) promotion list, it will be considered his second failure of selection for promotion. LCDR Fuller will be separated from active duty if he is removed from the promotion list and not approved for continuation. After June 4, 2018, LCDR Fuller cannot be involuntarily separated from active duty because he failed of selection for promotion since he will be within two years of qualifying for retirement. He has over 17 years of commissioned service and is not retirement eligible. If removed, the documentation approving the removal will be included in his official record.
- Although LCDR Fuller enjoys the support of his chain of command, I note that his actions were contrary to accepted standards expected of a naval officer when an investigation substantiated that he made inappropriate and unprofessional comments to a female civilian employee and created a hostile working environment. As a result, I do not have the necessary trust and confidence to recommend promotion to commander.
- However, I recommend that you order the Chief of Naval Personnel to convene a continuation selection board (CSB) so that it can recommend to you whether LCDR Fuller should be continued in the naval service. Please note that he is not legally entitled to be considered by a CSB, but he would have been considered by a CSB had the FY-17 Active-Duty Navy Commander Special Duty Officer (Information Professional) Promotion Selection Board not selected him to begin with.

RECOMMENDATION: Remove LCDR Fuller from the FY-17 Active-Duty Navy Commander Special Duty Officer (Information Professional) promotion list and approve convening a continuation selection board by signing below:

Remove from promotion list and approve a continuation selection board:  APR 25 2018

Remove from promotion list, but do not approve a continuation selection board because it is not in the best interests of the Navy to continue LCDR Fuller. The Chief of Naval Personnel will provide LCDR Fuller with notice and an opportunity to comment on his non-continuation before you direct his discharge: \_\_\_\_\_

Other: \_\_\_\_\_

COORDINATION: TAB B

Attachments:

As stated

Prepared By: (b) (6) PERS-833, (901) (b) (6)